



**CHATHAM-KENT POLICE SERVICE  
EXTERNAL/INTERNAL JOB POSTING  
015 - 2024**

**DEPARTMENT:** Investigative Support Services

**POSITION:** Forensic Identification Civilian Technician (FICT)

**RANK/LEVEL:** Special Constable – Identification

**PAY GRADE:** Grade 8 (b) - under review by JEC  
Starting salary Level I, \$89,857.99

**REPORTS TO:** Sergeant, Investigative Support Section

**WORK LOCATION:** Headquarters, Chatham

**HOURS OF WORK:** 40 hour work week, Monday to Friday  
(Overtime and rotating on-call duties as required)

**QUALIFICATIONS:**

- Degree or Diploma in a related field of study, or minimum 2 years' experience with a Canadian Police Service as a Forensic Identification Officer/Technician
- Possess a valid class "G" Ontario driver's licence
- Security Clearance Check
- Ability to work flexible hours including overtime and call out on weekends and evenings.
- Ability to successfully complete a psychological assessment to ensure suitability.
- The successful candidate must pass the entrance criteria for identification courses at the Ontario Police College, or the Canadian Police College, as well as successfully complete the selected course.

**COMPETENCIES:**

- Problem solving and research skills.
- Excellent communication skills in oral and written styles.
- Demonstrated computer competency with a variety of software programs.
- Drawing and drafting skills.
- Detail oriented with strong organizational skills.
- Effective communicator with above average report writing skills.
- Ability to learn and understand the criminal and provincial court system and providing evidence in court.
- Ability to work flexible hours including overtime and call out on weekends and evenings.
- Good Communication and Interpersonal skills
- Able to make sound decision within confines of policy/procedural framework

- Good working knowledge of excel and Microsoft word programs; computer skills.
- Successfully complete a psychological assessment to ensure suitability
- Participate in on-going assessments for health and wellbeing (SAFEGUARD)
- Good moral character
- Self-motivated
- Able to deal with stressful situations/environment.
- Exhibit self-control of emotions
- Reliable attendance
- Able to work as a team member
- Able to work under minimum supervision

**GENERAL DUTIES:**

- The selected candidate will perform the technical work of processing scenes including photography, video recording, and documentation of crime scenes, motor vehicle collisions, death scenes, and other occurrences.
- The selected candidate would be required to gather fingerprints from scenes, as well as from evidence collected, and from individuals.
- The selected candidate would be responsible for the collection, processing, evaluation and preservation of evidence.
- As a FICT you would be responsible to collect DNA evidence in the form of blood, saliva and other bodily fluids, from scenes, other evidence and people
- See position description for a more comprehensive list of duties

**BENEFICIAL:**

- Previous experience in the field of forensics.
- Successful completion of relevant courses.
- Valid First Aid/CPR certification.

**SPECIFIC RESPONSIBILITIES:**

- To fingerprint and photograph charged persons.
- To maintain identification files in accordance with statutes and Police Services Policy.
- Maintain supplies and equipment of identification branch.
- Assist officers with investigations and advise them on preservation of forensic evidence.
- Liaise with outside agencies on forensic matters.
- Conduct investigations as required.
- Attend seminars and courses as required.
- Handle exhibits in accordance with procedures or best practices.
- All other duties as required.

**START DATE:**                   **TBD**

**CLOSING DATE:**               Friday May 03, 2024 at 09:00 hours

Resume with cover letter and references  
can be submitted directly by email to:

**Inspector Mike Domony at**  
[mikedo@chatham-kent.ca](mailto:mikedo@chatham-kent.ca)

**NOTE: The Chatham-Kent Police Service is an equal opportunity employer, committed to fair and accessible employment practices that attract and retain talented employees in a workplace that is inclusive, supportive, and reflective of the diverse community we serve. We maintain the right to candidate selection and posting duration based on organizational objectives, goals, and long-term planning initiatives, contingent upon the needs of the service as required.**